

# Abdiel Cruickshank

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## SUMMARY

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Experienced HR Manager with 5+ years focusing on Retail. Known for people development.

## EMPLOYMENT HISTORY

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### HR Business Partner — Rath and Sons (Apr 2023 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Led recruitment for 50 roles across EMEA/US, reducing time-to-hire by 15%.
- Implemented a performance review program which improved engagement scores by 11 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Ritchie LLC (Mar 2022 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 6 points.

### Talent Acquisition Manager — Watsica, Spencer and Ortiz (Jul 2025 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 12 points.

### People Operations Manager — Kuvalis LLC (Sep 2023 - Apr 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Led recruitment for 62 roles across EMEA/US, reducing time-to-hire by 11%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### People Operations Manager — Little - Schumm (Apr 2020 - Apr 2021)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.

## SKILLS

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### Talent

Recruitment • Employer Branding • Sourcing

### Operations

Payroll Coordination • HRIS (Workday/BambooHR)

### People Practices

Succession Planning • L&D • Employee Relations

### Compliance

Employment Law • GDPR